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# ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Pay Study Action Plan

FROM:

DD/PA&E/OP  
1006 Ames

EXTENSION

NO.

DATE

16 July 1981

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. EA/OP  
5E58 Hqs.

2.

3.

DD/OP

4.

5.

D/OP

6.

7.

8.

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11.

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14.

15.

Jim:

Per our discussion, attached is a proposed action plan/outline for the meeting you are planning to hold on the pay study.

Pete

Att

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## Pay Study Action Plan

### I. Focus of the Study

A. Diagnostic study to identify existing compensation problems in the Agency. (U)

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D. Make a quantitative assessment of the extent to which the GS Schedule has adequately facilitated recruitment and internal career management objectives and needs of the Agency. (U)

E. If indicated from the review and analysis, identify and recommend needed modifications to existing compensation systems. Actual development/modifications to pay system are to be developed by OP/PMCD. (U)

### II. Method of Performing Study

#### A. Means

- ° In house
- ° OMB/OPM
- ° Consultant (U)

#### B. Recommend a consultant be hired to perform the study.

- ° Congressional committee suggestion.
- ° OMB letter implies desire for outside review.
- ° Outside review may lend more credence to the need for a CIA compensation plan.

C.

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DATE OF REVIEW ON JULY 2001

LEADERSHIP AGC (3.17)

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III. Time Frame

Study to be completed by 1 February 1982. (U)

IV. Cost

[Redacted]

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V. Liaison Point for Consultants within CIA

A. Director of Personnel for broad guidance and formal feedback. (U)

B. DD/OP/PA&E and PMCD for:

- ° Scheduling.
- ° Furnishing background briefings and material.
- ° Focus sharpening.
- ° On-going review of interim reports, etc.
- ° Performance monitoring/milestone monitoring.
- ° Evaluating options.
- ° Informal feedback. (U)

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